

Employee Absenteeism: A Mildly Deviant Workplace Behaviour A Case Study of Zenith Textiles (A Unit of Zenith Exports Ltd., Nanjangud)

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Abstract: - Absenteeism is one of the odd disasters faced by all the organizations in this modern era which results in Mr. & Ms. Turnover. Absenteeism not only indicates the body presence (physical) it starts with the mind absence (mental) of a person so the organization has to take this as an important issue before initiating any diffusion actions through that and along with the employee participative management. Hence the above title of the research paper was undertaken to know the employee absenteeism in the organization. Sample size of 65 respondents was considered. The data were collected from level three employees and analysis was undergone. In addition to that necessary suggestions were also given.

Keywords: Absenteeism, quasi-economic, psychological, habitual pattern, innocent & culpable.

I. INTRODUCTION

History & research indicates that absence is generally viewed as mildly deviant workplace behavior. Negaholic absenteeism is a habitual practice correlated with emotion & personal reasoning or of absence from a work or obligation without good reason. Generally, absenteeism is unplanned absences. Absenteeism has been viewed as an indicator of poor individual performance, as well as a breach of an implicit contract between two parties: employee and employer. It is seen as a management problem, and framed in economic or quasi-economic terms. More recent researchers seek to understand absenteeism as an indicator of psychological, medical or social adjustment to work. High absenteeism in the workplace may be indicative of; the psychological model that discusses this is the withdrawal model, which assumes that absenteeism represents individual withdrawal from dissatisfying organization culture. This finds empirical support in a negative association between absence and job happiness, in particular, the happiness with the work itself. Medical based understanding of absenteeism finds support in research that links absenteeism for medical reasons with mind and behavioural disorders, diseases of the digestive system, neoplasm, and diseases of the genitourinary system. This excludes pregnancy, childbirth and puerperium. Reasons attributed to absence from work can include: poor morale, workplace hazards or sick building syndrome, bullying, narcissism & psychopathy, stress, family related concerns, work culture, superior subordinate relationship etc.

What Employee Absenteeism?

1. Absenteeism is an employee's non-availability or work is available for that employee.
2. The labour bureau (1962) defines absenteeism as the total shifts lost because as percentage of the total number of man shift scheduled to work.
3. It is a habitual pattern of absence from a duty or obligation without good reason.

Causatives on Absenteeism

There are various reasons for employees to remain absent from work:

Reasons from the Side of Organization

1. Dissatisfactory from present work.
2. Poor organization culture.
3. Longer working durations.
4. Autocratic boss & seniors.
5. Non cooperating co-workers.
6. Higher expectation.
7. No personal growth prospects in present company.
8. Excess work stress.

Reasons from the Side of Employee

1. Poor health condition of employee or his family members like spouse, children & parents.
2. Family disputes & problems.
3. On family functions & occasions of his relatives.
4. Death of close family members or relative.
5. Appearing for examination if he is pursuing further education for career development or promotions.
6. Sometimes due to monitory problems.
7. Going on vacation, trip & tour is visiting other places.
8. Exceeds number of late comings limit fixed by the workplace.
9. On the day of cultural & sports events especially dance, cricket etc.

Types of Absenteeism

Examining the psychometric properties of absence measures are reviewed, along with the relationship between absenteeism

and personal, attitudinal and organizational variables chronic absentees into four categories such as: entrepreneurs, status seekers, family oriented and sick and old. The types of absenteeism are as follows:

1. *Short Term Absenteeism*: Short term absenteeism is anything less than a week & includes the odd day off here & there.

2. *Long Term Absenteeism*: Long term absenteeism is anything over several weeks or more & is harder to improve with management methods.

3. *Planned Absenteeism*: Planned absences from work include scheduled time off, retirement, and sabbaticals. These absences cause little to no disruption to work spaces because of the time given to work around the absence.

4. *Unplanned Absenteeism*: An unplanned absence from work is defined as leave that is not planned or predictable. It includes sick time off, injured time off, special circumstances, and absence without permission. Unplanned absences indicate an important factor of the health of the workplace, including employee satisfaction and commitment.

5. *Innocent/Genuine Illness*: Is one in which the employee is absent from work due to genuine cause or reason. It may be due to his illness or personal family problems or any other real reasons.

6. *Culpable Absenteeism/Non Illness*: Is one in which a person is absent from work without any genuine reason or cause. He may be pretending to be ill or just wanted a holiday and stay at home. The employers have got every right to ensure why an employee is absent from work. If an employee is absent because of illness he should be able to produce a doctors letter as and when demanded.

Problem Statement

Absenteeism is the term generally used to refer to unscheduled employee absences from the workplace. Absenteeism is a serious workplace problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature. A satisfactory level of attendance by employees at work is necessary to allow the achievement of objectives and targets by a department. But absenteeism is one of the major human problems of Indian textiles industries. Reducing and managing workplace absenteeism productivity loss due to absenteeism is a serious and growing challenge. This absenteeism results in production losses because due to absenteeism, workers cost increases and thus efficiency of operations is affected.

Objectives of the Study

The major study objectives were as follows:

1. To examine the variation levels of absenteeism based on socio-demographic factors.

2. To identify the major factors/causes for absenteeism among the employees.
3. To identify the types of leaves used by the employees.
4. To provide the measures in the form of solutions to reduce the rate of absenteeism.

Hypothesis of the Study

Hypotheses were taken based on objectives of the study to prove or disprove the below statements:

Hypothesis 1: (H0): There is no significant difference between variation levels of absenteeism based on socio-demographic factors.

Hypothesis 2: (H0): There is no correlation between factors for absenteeism & types of leaves among the employees.

II. RESEARCH METHODOLOGY

Research Design

The research aims of describing the profile of level 3 employees: major factors/causes for absenteeism among employees: personal, family, health, psychological, social, employer related & grievance related. Types of leave used by the employees: sick, casual, privilege/earned, maternity & paternity leaves & solutions to reduce the rate of absenteeism. Hence the research design is descriptive in nature.

Pilot Study

The pilot study is the preliminary step for the formulation of the questionnaire. The researcher has conducted a pilot study to know the feasibility. The questionnaire was circulated to the organization then the researcher collected the required correct information and some changes were made.

Methods of Data Collection

Both primary & secondary data have been collected for the study. A survey method with the help of Likert's 5 point close ended structured questionnaire is used to assess the respondents.

Sample Design

Type of Research	Descriptive Research
Sample Universe	Zenith Textiles, Nanjangud
Sample Population	Employees of Zenith Textiles, Nanjangud
Sample Frame	Operational Level Employees
Sample Unit	Level 3 Employees
Sample Size	65
Type of Questionnaire	Close ended structured questionnaire
Sample Technique	Convenient & random sampling techniques
Instrument	Likert's 5 Point Scale
Statistical Tools	Percentage analysis, Chi square & Correlation test
Source: Field survey & primary data of level 3 employees of Zenith Textiles, Nanjangud in the study area of February 2019.	

III. STATISTICAL DATA ANALYSIS

Hypothesis 1

Opinion	SA	A	N	D	SD	T
A1+A2+A3+A4	4	80	110	283	238	715
A5+A6+A7	0	5	13	300	267	585
Total	4	85	123	583	505	1300

Source: Field survey & primary data of level 3 employees of Zenith Textiles, Nanjangud in the study area of February 2019.

Calculated Value (χ^2)	df	Critical/Table Value @ 0.05%
137.19	4	9.488

Source: Field survey & primary data of level 3 employees of Zenith Textiles, Nanjangud in the study area of February 2019.

Result: From the above table 1.2 it is inferred that 4 df at 0.05% critical value is 9.488 & calculated value is 137.19. Since calculated value is more than tested value, H_0 is rejected, H_a is accepted. Therefore there is a significance difference between variation levels of absenteeism based on socio-demographic factors.

Hypothesis 2

$\sum dx$	$\sum dy$	$\sum dx^2$	$\sum dy^2$	$\sum dx dy$	r	r^2	$1-r^2$
1280	325	606964	38595	102180	0.2717	0.074	0.93

Source: Field survey & primary data of level 3 employees of Zenith Textiles, Nanjangud in the study area of February 2019.

Result: From the above table 1.3 it is inferred that calculation gives a positive correlation between factors for absenteeism & types of leaves among the employees. Hence H_0 is rejected & H_a is accepted. Therefore there is a correlation between factors for absenteeism & types of leaves among the employees.

IV. REMEDIAL MEASURES/RECOMMENDATIONS

Absenteeism affects the organization from multiple angles. It would be difficult to completely avoid absenteeism but management can minimize the absenteeism level with the following measures:

1. The organization climate greatly influences the level of absenteeism in the textile industries & also affects the health of the employees in many ways. Hence working conditions should be improved.
2. Higher ups must intervene in the operation activities of the employees & should provide full fledged support, guidance and encouragement.
3. A standing order for salary increment, defined incentives for better work, fringe benefits and a friendly working environment is needed to reduce the absenteeism among the employees.
4. Support for education, better amenities, enhanced facilities and healthy food could produce better results in curtailing absenteeism and eventual attrition of employees.
5. Conduct Employee Assistance Program (EAP).
6. Conduct regular health examinations for employees.
7. Convey the leave facilities to all the employees at the time of orientation, induction or at the time of joining the company.
8. Everyday performance appraisal will keep in check the absenteeism of employees.
9. Improving the communication network, particularly the upward communication.
10. Providing safety and health measures.
11. Provide intervention and training programs including some welfare training programs.

V. CONCLUSION

Employee absenteeism is a major problem faced by almost all employees of yesterday, today & tomorrow. Employees are absent from work and thus the work suffers. Absenteeism of employees from work leads to back logs, piling of work and thus work delay. There are various laws been enacted for safeguarding the interest of both employers and employees but they too have various constraints. The inconsistent policies and unimplementable promises often cause great distress among employees & thus leading to employee absenteeism.

Absenteeism if unchecked will lead to more turnover and loss of productivity. Negaholic attributes about absence then bring about three outcomes: the behavior is open to social control, sensitive to social context, and is a potential source of workplace conflict. But all these efforts also require significant financial commitment from the management in addition to the willingness to bring about a change from employees.

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